

## MISSION

To promote harmonious and cooperative relationships between Government and its employees in Iowa.

## FOR MORE INFORMATION

The Iowa Public Employment Relations Board welcomes requests and questions about its programs and services. Please call PERB at (515) 281-4414 for additional information.

Iowa Public Employment Relations Board  
514 East Locust St., Ste. 202  
Des Moines, Iowa 50309

Iowa Public Employment Relations Board  
514 East Locust St., Ste. 202  
Des Moines, IA 50309

# IOWA PUBLIC EMPLOYMENT RELATIONS BOARD

LABOR-MANAGEMENT  
COMMITTEES



GRIEVANCE  
MEDIATION



INFORMATION  
SERVICES



EDUCATION



IBB TRAINING

## **LABOR-MANAGEMENT COMMITTEES**

This service is designed to provide trained PERB facilitators to assist representatives of labor and management in developing an effective labor/management committee. The role of a facilitator, unlike that of a mediator, is to educate the parties regarding the purpose and proper functioning of a labor/management committee. The facilitator assists the parties in:

- forming a committee,
- developing problem-solving techniques, and
- developing group effectiveness.

Ideally, the parties will become sufficiently adept at the process to allow the committee to be self-sustaining.

## **GRIEVANCE MEDIATION**

Upon mutual request of the parties, PERB provides experienced mediators, at no cost, to assist parties in voluntarily resolving grievance issues. Our experience at PERB has been that, in most cases, mediation settles the problem without the need for arbitration. Grievance mediation is not a substitute for arbitration, however, it is a process which may assist the parties in reaching a mutually acceptable resolution.

## **INTEREST-BASED BARGAINING TRAINING**

(Also known as "Win-Win," Consensus, Roundtable, or Collaborative Bargaining)

Upon request of the parties, PERB will provide training of labor and management representatives in the interest-based bargaining (IBB) process at no cost. IBB training may include a brief initial overview presentation to the parties, a two-day training program, assistance in an assessment of the parties' readiness to utilize the process, and, if IBB is undertaken, assistance in facilitation of initial IBB meetings. IBB problem-solving techniques potentially have applications beyond contract negotiations. Due to PERB staffs busy schedule during impasse season, IBB overviews and training should be conducted in June-November.

## **EDUCATION**

PERB members and staff are available to speak at conferences and other meetings to answer questions concerning the Public Employment Relations Act and functions of PERB.

## **INFORMATION SERVICES**

The PERB Information Service includes:

- volumes and supplements of the topical index and digest of decisions and orders of PERB
- complete PERB and court decisions and orders
- contract summaries of major provisions of city, county, and classified school district employees' collective bargaining agreements; and
- an index of fact-finding reports and interest and grievance arbitration awards.

The Information Service also includes, on microfiche:

- complete fact-finding reports,
- interest and grievance arbitration awards, and
- current Iowa public sector collective bargaining agreements.